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| Job Title | Vice President, Mission Integration and Chief Mission Integration Officer |
| Department | Mission |
| Collaborates Coordinates | Subsidiary senior executives, leaders and Ministry-wide Functions across the ministry. |

**Role Purpose**

**The role of the Vice President of Mission Integration and Chief Mission Integration Officer (CMIO) is to assist the ministry and all senior leaders to sustain, deepen awareness of and fully realize the ministry market’s identity as a healing ministry of the Catholic Church and to support broad strategic and organizational commitments to our Mission and Values. As a public and active service done on behalf of the Catholic Church in Jesus’ name, this senior executive role ensures the full integration of Catholic ministry identity in all aspects of strategic and operational activities.**

**Position Summary**

**The Vice President of Mission Integration/CMIO functions as a strategic integrator and strategic influencer as a collaborative member of the senior executive leadership of ministry. Responsible for fostering the Subsidiary’s Catholic identity as a healing ministry of the Church, supporting fulfillment of the organization’s Mission and Vision, and integrate its identity and the values in all aspects of strategy, operations, organizational culture and service. Accountable for the development and implementation of strategic processes and services associated with Mission Integration’s Centers of Expertise as a ministry-wide function across the Subsidiary: Ethics, Formation, Ecclesial Relations, and Catholic Ministry Identity stewardship, Spiritual Care, Workplace Spirituality and Solidarity. Provides collaborative, strategic partnership to other ministry wide functions and key initiatives including but not limited to Advocacy and Person-Centered Care and holds shared strategic leadership responsibility for Model Community. Fosters the understanding of Sponsorship, the health ministry’s origins, relationship to the other ministries within the organization, and shared responsibility for shaping the transformational legacy of the future. Coordinates and participates in the ministry’s ongoing ecclesial relationships with local Diocesan Ordinaries and the larger Catholic community. Collaboratively participates in the discernment, due diligence and assessment of new and existing partnerships and affiliations.**

**Essential Functions**

Catholic Ministry Strategic Leadership:

* Insures the ongoing maturation of Catholic Identity within the ministry market and its actions through formal use of the Catholic Identity Matrix.
* Collaborates with executives and other leaders to integrate and steward ministry identity within all facets of strategic, operational and cultural activities and decision-making by identifying the theological, ecclesial, moral/ethical and social justice implications (e.g. Integrated Strategic Operational Finance Plan).
* Strategically anticipates, identifies and integrates the social teaching of the Church, ethical and moral considerations and commitments of the Subsidiary’s decision-making and action.
* Contributes to the assessment of acquisitions, affiliations and partnerships related to Catholic ministry identity, Values and cultural compatibility.
* Fosters a culture of ongoing discernment, identifying decisions appropriate for the formal use of the Organizational Ethics Discernment Process and engages stakeholders in planning for this process and its facilitation.
* Supports and resources the Ministry Market Executive and other senior executive leaders in fostering ongoing collegial relationships and regular communications and meetings with the local Diocesan Ordinary or his delegate and other diocesan leaders, accurately identifying topics that should be brought to their attention.

Mission Integration Ministry-wide Function Leadership:

* Defines and establishes strategic direction, priorities, accountabilities, and ongoing quality improvement related to the Centers of Expertise of Mission Integration as a ministry-wide function in collaboration and alignment with the Mission Integration Ministry-wide Function and its national Centers of Expertise.
* Uses Mission Integration strategic accountability processes such as the Catholic Identity Matrix, the Integral Model for Workplace Spirituality; Formation Planning, the Organizational Ethics Discernment Process; Striving for Excellence in Ethics, Striving for Excellence in Spiritual Care and other established methods to assist in ongoing organizational integration, strategic planning and maturation of Catholic ministry identity.
* Provides collaborative leadership with other Ministry-wide Functions and Subsidiaries to advance overall strategic direction, priorities and initiatives.

Mission-focused and Values-Based, Ministry Identity Culture:

* Holds shared strategic ownership for Model Community, participates with, and seeks the expertise of, leaders in Human Resources, Communication, Advocacy, Talent Stewardship, Education and Organizational Development, and other groups in the ministry market to develop, deepen and fully realize a Model Community of inspired associates and organizational culture congruent with the Catholic ministry identity, its Mission and Values.
* Holds shared leadership accountability for organizational development and change management efforts in ways that reflect Ministry identity, Values, Model Community and the ministry culture to advance a transformational Vision.

**Other Responsibilities**

Organizational Workplace Spirituality (OWS):

* Accountable for strategic assessment, planning and defining of priorities for workplace spirituality within the Subsidiary, assuring alignment and coordination of efforts with the Mission Integration OWS Center of Expertise.
* Contributes to an organizational culture and environment in which all persons find meaning and purpose in work, to connect with their values and to find fulfillment and strength for their commitment to serve.
* Effectively promotes widespread use of the Integral Model for Workplace Spirituality as a tool for organizational assessment, visioning and planning how spirituality shapes and permeates all aspects of organizational life.
* Promotes a culture of diversity and inclusivity, inviting appreciation for different faith traditions, beliefs and cultures.

Ongoing Ministry Formation:

* In collaboration and alignment with Mission Integration Formation COE and Subsidiary senior executive leadership defines a comprehensive direction, priorities and accountabilities for ongoing ministry formation which addresses leaders, providers, governance and associates.
* Ensures alignment and coordination of this center of expertise’s services for successful implementation across the Subsidiary.
* Positions organizationally the priority and accountability of ministry formation within the strategic priorities and direction of the Subsidiary.
* Fosters through ministry formation the deepening of the identity as a healing ministry of the Catholic Church, the understanding of the Church’s healing ministry which extends the ministry of Jesus as healer, the Catholic social tradition, solidarity with those most vulnerable and effected by poverty, virtuous servant leadership, theological and spiritual reflection, ethics and more.

Ethics:

* Fosters shared responsibility to know and to apply the moral and social teaching of the Church, particularly as expressed in the Ethical and Religious Directives for Catholic Health Care, to the healing ministry in relation to clinical, organizational and business ethics.
* In collaboration and alignment with Mission Integration Ethics COE fosters ongoing education, development of policies, and review of organizational practices with Subsidiary governance members, leaders, providers and associates.
* Collaborates with the Director of the Ethics Center in strategic planning and assessment of ethics education, consultative services, assessment of acquisitions, affiliations and partnerships and support ecclesial relations.

Spiritual Care:

* Leads ministry commitment to excellence in Spiritual Care as a hallmark of spiritually-centered, holistic care and the approach of Catholic healthcare to the care of the human person.
* Strategically guides the advancement of a system model for Spiritual Care, insuring its strategic place within care processes and delivery systems in support of person-centered care and fulfillment of spiritually-centered, holistic care.
* In collaboration and alignment with Mission Integration Spiritual Care COE identifies strategic priorities for spiritual care and their successful achievement.

Solidarity:

* In collaboration and alignment with Advocacy Ministry-wide Function, supports ministerial identity, Mission and Values as a credible and effective influence in shaping local and national efforts to make healthcare affordable and accessible to those most in need.
* Provides thought partnership in analyzing and responding to public statements, positions and thought leadership related to public policies and legislative efforts consistent with a Catholic ministry identity with particular attention to a commitment to solidarity with those who live in poverty and vulnerability.
* In collaboration and alignment with Mission Integration Solidarity COE promotes the ministry commitment to solidarity with those who live in poverty and therefore helps shape the culture of the ministry as welcoming and competent in serving those with great need and vulnerability.
* Provides strategic leadership in the establishment of all policies, processes and practices for assessing community health needs, implementation planning for Care of Persons Living in Poverty and Community Benefit, and the strategic positioning within the Integrated Strategic, Operational and Financial Plan its key priorities and initiatives.
* In collaboration with Finance, Strategy, and other key stakeholders ensures the establishment and implementation of processes and policies related to monitoring, evaluating and reporting on community benefit.

**Qualifications**

Required experience includes the following:

* At least 5 years of experience in a significant leadership role with strategic decision-making responsibilities. Preference for experience in healthcare.
* Evidence of collaborative, inspirational, influential and engaging servant leadership style.
* Well formed in the Catholic tradition, or experience working in a Catholic ministry.
* Master’s Degree in Theology or its equivalent or a willingness to obtain such a degree beginning in the second year of employment.
* Evidence of authentic and mature personal spirituality.
* Effective in using adult learning models and good facilitation to engage persons in formative experience.
* Evidence of commitment to serving those who live in poverty and are vulnerable.

Additional experience factors to consider:

* Experience in complex health care delivery systems or organizations and ethical issues facing Catholic healthcare.
* Skilled in working with tension and ambiguity in a dialogical approach.
* Possesses a basic understanding of world religions and the ability to articulate Catholic identity and inclusion
* A Roman Catholic in faith tradition and in good standing, preferred.

**Technical Knowledge, Skills and Abilities**

* Catholic Identity: Provides executive leadership supporting shared responsibility for the vital Catholic Identity of the Subsidiary. Establishes a credible leadership role alongside other team members, inviting discovery, reflection and action on the theological, ecclesial, ethical and moral and social justice dimensions embedded in strategy and day-to-day operations.
* Ministry and Mission: Provides visionary leadership, leads change and transformation, both shaping and supporting the expression of our identity as a ministry which continues Jesus’ healing mission.
* Mission in Strategy: Provides strategic and influential leadership for advancing our transformational vision in clinically excellent, spiritually centered, holistic care for individuals and communities, with a particular focus on those most in need, and in advocacy for a just and compassionate society.
* Spirituality, Culture and Model Community: Provides inspirational leadership to foster workplace spirituality in the values-based culture of a model community.
* Ethics and Discernment: Provides authentic and empowering leadership for shared responsibility in substantively knowing and applying Catholic Church teaching and the Ethical and Religious Directives for Catholic Health Care Services in relation to clinical, organizational and business ethics, and for discernment in decisions.

**Critical Executive Leadership Competencies**

* Cultivates Partnerships: Initiates and maintains strategic relationships with stakeholders inside and outside the Subsidiary (e.g., physicians, politicians and lobbyists, payers, suppliers and community representatives) to advance shared goals; seeks and considers stakeholder perspectives and promotes fairness in dealings with others.
* Enables Environment of Work: Effectively manages reporting relationships; develops high-performing teams; fosters accountability; develops organizational learning capability; engages stakeholders to work across organizational and functional boundaries to promote greater efficiencies and results; effectively coordinates and aligns work streams and communications across matrix relationships.
* Demonstrates Financial Acumen: Understands how organization works; knowledgeable in all factors impacting ministry (government, community, markets, technologies, competition); balances financial, operational, clinical and organizational perspectives in executing responsibilities.
* Displays Strategic Influence: Creates and executes influence strategies that persuade key internal and external stakeholders to take action that will support the Mission and strategic direction and the Subsidiary’s priorities. Proactively communicates the Mission and business case to all stakeholders.
* Enables Ministry Formation: Leads holistically for Values alignment and spiritual balance; explores and develops one’s spiritual core and giftedness; leads as ministry in service to others; fosters a spirituality of work; actualizes Catholic Social Teaching in all executive functions and capacities.
* Inspires and Engages People: Passionately and effectively presents a transformational vision; creates a clear and compelling view of the future state by helping others understand how clinical and ministry outcomes will be different when the vision is achieved; clearly convey how the vision supports the Mission.
* Leads Organizational Change: Seeks (and encourages others to seek) innovative ways to improve results by transforming organizational culture, systems, or products/services; adapts strategically to emerging market demands, technology, and internal initiatives.
* Makes Effective Decisions: Secures and compares information from multiple sources to identify Mission, ecclesial, business and community issues; commits to an action after considering the inputs of those impacted by the decision and weighing alternative solutions against important decision criteria and the common good.
* Models Integrity and Ministry Values: Genuinely cares about people especially the poor and vulnerable; communicates openly and honestly to foster trust relationships among colleagues and those we serve; recognizes and understands that leadership is a Call to Serve Others and that this service is a Commitment to Life; fosters personal growth and demonstrates reverence.